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Programme planning

Proposed strategic framework for the period 2008-2009

Part two: biennial programme plan

Programme 26
Jointly financed activities

Contents

		Page
A.	International Civil Service Commission	2
B.	Joint Inspection Unit	3
C.	United Nations System Chief Executives Board for Coordination	5
Legislative mandates		7

* A/61/50 and Corr.1.

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A. International Civil Service Commission

Overall orientation

26.1 By its resolution 3357 (XXIX), the General Assembly established the International Civil Service Commission (ICSC) for the regulation and coordination of the conditions of service of the United Nations common system. Under its statute, the Commission is a subsidiary organ of the Assembly. It performs its functions in respect of the United Nations and of those specialized agencies and other international organizations that participate in the United Nations common system. In the exercise of its functions, the Commission is guided by the principle set out in the agreements between the United Nations and the other organizations, aiming at the development of a single unified international civil service through the application of common personnel standards, methods and arrangements. The Commission is further mandated through Assembly resolutions 51/216 and 52/216 to play a lead role in the development of innovative approaches in the field of human resources management as part of the overall reform currently taking place in the organizations of the common system.

Objective of the Organization: To coordinate and regulate the conditions of service of the Unite Nations common system as mandated by the General Assembly in its resolution 3357 (XXIX) of 18 December 1974.

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Maintenance of high quality of substantive service to the Commission	(a) (i) Positive assessment by the Commission of the policy recommendations submitted on the huma resources management systems (ii) Percentage of recommendations adopted by the Commission
(b) Effective, flexible and simplified payment and benefits systems under the Noblemaire and Flemming principles that meet the requirements of the organizations	(b) Maintenance of the percentage of recommendations on the pay and benefits systems adopted by the Commission
(c) Improved methodology for cost-of-living measurements	(c) Maintenance of the percentage of proposals for cost-of-living measures approve by the Commission
(d) Up-to-date post adjustment classifications and rental subsidy thresholds and mobility/hardship classification for the United Nations common system	(d) (i) Maintenance of the time between th request for surveys and the carrying out cost-of-living surveys, and the number o duty stations reviewed for hardship and mobility classification (ii) Maintenance of the completion rate of all requests for hardship classification of field duty stations (250 per year)

(e) Up-to-date daily subsistence allowance rate system	(e) Maintenance of the time required to implement changes in the subsistence allowance rate system

Strategy

26.2 To accomplish its objectives, the Commission's programme of work includes the following: (a) to develop further and to strengthen a common system of salaries, allowances and benefits under the Noblemaire and Flemming principles; (b) to equalize the purchasing power of salaries worldwide through post adjustment classifications; (c) to develop and maintain equitable job evaluation and other human resources management systems; (d) to provide guidance and advice on their administration; and (e) to provide substantive support to Member States and common system organizations (including staff) in the reform and maintenance of a coherent and effective human resources management system more closely aligned with the achievement of organizational goals and objectives.

B. Joint Inspection Unit

Overall orientation

26.3 According to the statute of the Joint Inspection Unit, the Inspectors have the broadest powers of investigation in all matters bearing on the efficiency of services and the proper use of funds and provide an independent view through inspection and evaluation aimed at improving management and methods and at achieving greater coordination between organizations. The Unit is to satisfy itself that the activities undertaken by the organizations are carried out in the most economical manner and that optimum use is made of resources available for carrying out those activities.

26.4 In line with the directives of the legislative organs of its participating organizations, the Unit takes full advantage of its system-wide competence, which puts it in the unique position of acting as a catalyst for the comparison and dissemination of best managerial, administrative and programming practices in the system as a whole. Based on comparative analyses on trends and problems faced by various organizations, it proposes harmonized and concrete solutions. The Unit focuses its work on important priority items for the participating organizations, with a view to providing both the executive heads and the legislative organs of those organizations with practical and action-oriented recommendations on precisely defined issues.

Objective of the Organization: To improve management, ensure optimum use of available resources and achieve greater coordination between the participating organizations of the United Nations system.

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Improved ability of legislative organs to exert oversight regarding the activities of the participating organizations and to determine the efficiency and effectiveness of their activities	(a) The number of reports, notes and confidential letters submitted to the legislative organs and the executive heads of participating organizations
(b) Improved management of the participating organizations' secretariats through enhanced efficiency and effectiveness or enhanced controls and compliance	(b) (i) Increased percentage of recommendations aimed at management improvement (enhanced efficiency and effectiveness, financial savings, enhanced controls and compliance) that have been implemented by the majority of participating organizations (ii) Potential cost savings identified and actual cost savings achieved
(c) Increased coordination and cooperation among participating organizations	(c) Increased percentage of recommendations aimed at enhanced coordination and cooperation, including through dissemination of best practices, that have been implemented by the majority of participating organizations

Strategy

26.5 The Unit will achieve the objective by: (a) selecting relevant and timely subjects for its reviews on the basis of the identification of the key issues and risk areas of the organizations; (b) inviting more requests from the legislative organs and, encouraging suggestions from the United Nations System Chief Executives Board for Coordination, in addition to those submitted by individual executive heads; (c) closely coordinating its work with the Board of Auditors, the Office of Internal Oversight Services and other internal and external oversight bodies of the United Nations system to avoid duplication and achieve synergies; (d) further improving the quality of its reports and notes and the relevance of the recommendations contained therein; (e) preparing reports only when they contain recommendations requiring legislative action and making more use of notes, which may take the form of management letters; (f) promoting the systematic consideration of reports/recommendations by the legislative organs; and (g) further improving the system for monitoring the acceptance and implementation of recommendations and reporting thereon.

C. United Nations System Chief Executives Board for Coordination

Overall orientation

26.6 The United Nations System Chief Executives Board for Coordination (CEB) is responsible for promoting coherence, cooperation and coordination in the policies, programmes and activities of the United Nations system. The Board, which is composed of the Secretary-General and the executive heads of all organizations of the United Nations system, replaced the former Administrative Committee on Coordination (established in 1946 by the Economic and Social Council in its resolution 13 (III)). CEB established two high-level committees to assist it: the High-level Committee on Programmes, whose central role is to develop concerted and effective policies, strategies and guidance for the United Nations system to meet emerging challenges and issues relating to international cooperation and development; and the High-level Committee on Management, which elaborates policy and provides guidance to the organizations of the system on administrative and management questions with system-wide relevance, promotes inter-agency cooperation and coordination on such issues and helps with the management of the common system of pay and benefits.

26.7 In the biennium 2008-2009, CEB will focus its attention on ensuring greater coherence among the organizations of the system in addressing the goals and targets established by international summits and conferences, including those in the United Nations Millennium Declaration and the 2005 World Summit Outcome. Its efforts system-wide will be concentrated on: deepening understanding of global issues and better managing knowledge; achieving an inclusive, purposeful mobilization of all resources and capacities; and helping to increase transparency and accountability. The aim is to be able to leverage the full capacity of the system to advance overall human security. CEB will continue to devote its energy and efforts to strengthen the support of the system for the sustainable development of Africa within the overall framework of the New Partnership for Africa's Development and will actively support the mainstreaming of a gender perspective in the design, implementation, monitoring and evaluation of the policies and programmes of the system. CEB will also continue its efforts to ensure the security and safety of United Nations system personnel, including by enhancing system-wide support for an effective and unitary security management system. It will work on furthering cooperation in advancing accountability and transparency in the work of the organizations of the United Nations system; in improving human resource management; in supporting efforts to reform the common system; in utilizing information and communication technology for better management and better programme delivery; and in promoting best practices and lessons learned in the area of management and in policy development and programme delivery through, inter alia, increased platforms for knowledge-sharing. CEB will focus all its efforts on ensuring the mutual aims of a dynamic and results-based response to the policy directions and mandates of Member States and the provision of system-wide analysis of emerging challenges that will assist Member States in taking decisions relevant to the work of the system.

Objective of the Organization: To leverage the full capacity of the organizations of the system to deliver better results in response to intergovernmental mandates and emerging challenges.

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Enhanced horizontal cooperation among member organizations	(a) Increased number of interventions, on behalf of the United Nations system, with intergovernmental and expert bodies
(b) Enhanced coherence, efficiency and cost-effectiveness of the United Nations system of organizations in the administration and management areas	(b) Increased number of coordinated system-wide responses to ICSC initiatives, staff management issues, financial and budgetary matters and oversight reports
(c) Improved knowledge-sharing within the system as well as with Member States and more efficient utilization of information technologies within the United Nations system	(c) Continued reduction of new applications, common platforms and knowledge-sharing networks in use and shared by programmes within the United Nations system and with Member States

Strategy

26.8 During the biennium 2008-2009, both High-level Committees, in support of CEB, will continue to actively engage the organizations of the United Nations system within a joint framework to pursue strategic actions pertaining to programme matters and management and administrative issues to enhance the capacity of the organizations to operationalize normative advances by pooling resources, capacities and knowledge. The High-level Committee on Programmes will focus on promoting greater synergy in the policies and programmes of the organizations of the United Nations system at the global, regional and country levels so as to enhance the system's overall impact on helping countries meet the internationally agreed development goals, including the Millennium Development Goals. As necessary, the Committee will draw on inter-agency networks and task forces to strengthen linkages between the normative and operational work of the system and to ensure that the main horizontal policy themes — sustainable development, human rights and gender — are taken into account in decision-making. The High-level Committee on Management will continue to focus on inter-agency cooperation to reinforce measures for the security and safety of United Nations system personnel, including by strengthening the "security management system"; promote accountability and transparency across the system; and disseminate best practices, modern management approaches and partnerships in all areas of management, including human resources and finance and budget management. In the area of information and communication technologies, the Committee will continue the elaboration and implementation of the United Nations system strategic framework for information and communication technology, focusing on such areas as knowledge-sharing; enterprise resource planning systems and payroll; information and communication technology governance, best practice and business case development; service sourcing; inter-agency connectivity; common application solutions and information and communication technology training for senior officials; strengthening inter-agency cooperation in this area and supporting the work in the programme, management and administrative areas through new technological tools.

Legislative mandates

A. International Civil Service Commission

General Assembly resolutions

3357 (XXIX)	Statute of the International Civil Service Commission
51/216 and 52/216	United Nations common system: report of the International Civil Service Commission

B. Joint Inspection Unit

General Assembly resolutions

31/192	Statute of the Joint Inspection Unit
50/233 and 57/284 A and B	Joint Inspection Unit
58/270	Questions relating to the proposed programme budget for the biennium 2004-2005
58/286 and 60/258	Joint Inspection Unit

C. United Nations System Chief Executives Board for Coordination

Economic and Social Council resolution and decision

13 (III)	Coordination Committee
2001/321	Further consideration of the annual overview report of the Administrative Committee on Coordination

General Assembly resolutions

57/295	Information and communication technologies for development
59/250	Triennial comprehensive policy review of operational activities for development of the United Nations system